

REGIONAL ROTATIONAL/DEVELOPMENTAL ASSIGNMENT PROGRAM POLICY

1. PURPOSE. This policy outlines the implementation, operation, and administration of the Regional Rotational/Developmental Assignment Program (RDAP). It establishes general requirements for selection to and participation in the program.

2. REFERENCES.

- a. Title 10, United States Code, Chapter 87, Defense Acquisition Workforce, Section 1701-1764, Defense Acquisition Workforce Improvement Act (DAWIA) of 1990.
- b. DoDD 5000.52, Defense Acquisition Education, Training, and Career Development Program.
- c. DoD 5000.52-M, Acquisition Career Development Program.
- d. DoDI 5000.58, Defense Acquisition Workforce.
- e. AR 70-1, Army Acquisition Policy
- f. DA Pam 70-3, Army Acquisition Procedures
- g. Army Acquisition Corps' (AAC) Acquisition Career Development Plan (ACDP)

3. PROGRAM DESCRIPTION.

a. The RDAP is a program established to support the Army Acquisition Corps objective of having a highly skilled, multi-functional workforce with strong management and leadership skills. The RDAP is designed to provide the experience needed to develop and enhance the required acquisition and leadership skills. This program enhances individual professional development by providing opportunities for civilians to gain the experience to develop and strengthen needed functional and leadership competencies. It facilitates the Army Acquisition Corps' effective method of cross training the Army Acquisition and Technology Workforce (A&TWF) with multi-functional acquisition skills and management/leadership skills. The RDAP will also provide opportunities for individuals to accept increased levels of responsibility and skill enhancement through on-the-job training. The RDAP is a locally managed program with central oversight by the Deputy Director, Acquisition Career Management (DDACM) and the Acquisition Career Management Office (ACMO).

b. The RDAP will support the application and use of the four integrated processes described in the Army Acquisition Corps' (AAC) Acquisition Career Development Plan (ACDP). The ACDP is a methodology that provides A&TWF members the ability to focus on developing the skills, knowledge and characteristics they need for acquisition career enhancement. The ACDP provides the framework to help A&TWF members create a career progression map to guide them

from a level of functional expertise to the level of strategic leadership. Further information on the ACDP can be found in the AETE Catalog, Section II, at <http://dacm.rdaisa.army.mil>.

4. OBJECTIVES. The objectives of the RDAP are to:

- a. Broaden and enhance A&TWF member's management and/or leadership skills in any Acquisition Career Field
- b. Develop multi-functional acquisition skills and competencies
- c. Provide opportunities for increased levels of responsibility
- d. Gain required experience necessary to become certified in another acquisition career field
- e. Enhance skills through specialized acquisition/leadership on-the-job training

5. ELIGIBILITY. The RDAP will be open to A&TWF civilians with the following certification stipulations:

- a. A&TWF members who are certified Level III in their position of record are eligible for developmental assignments in all acquisition career fields.
- b. A&TWF members who are not certified Level III in their position of record may only apply for developmental assignments in the same acquisition career field as their current position.

6. RESPONSIBILITIES.

- a. Deputy Director, Acquisition Career Management (DDACM) and the Acquisition Career Management Office (ACMO). The DDACM and the ACMO are responsible for central oversight of the RDAP, which will be implemented regionally.
- b. Commanders, Program Executive Officers (PEOs), Program/Project/ Product Managers (PMs), and Directors. Commanders, PEOs, PMs, and Directors will identify developmental opportunities within their respective organizations and work with the Regional Director to support the RDAP. They are responsible for providing the day-to-day supervision and management of the RDAP participant and to provide an adequate workplace. The supervisor will be an AAC or CE member and will ensure developmental activities are synchronized to maximize training and education experiences with developmental activities. The immediate supervisor and participant will develop a support form and Individual Development Plan (IDP) within the first 30 days of assignment. The immediate supervisor will provide a "Special" evaluation to be used as input for the participant's annual performance evaluation. They are also required to participate in the mid-point and exit review surveys.

c. Parent Organization. The parent organization will retain primary responsibility for the participant. Other alternatives, however, may be considered, as appropriate, and as agreed to by the parent organization, gaining organization, and participant. They have the responsibility to maintain a support form for the participant's position of record and to complete the participant's annual performance evaluation using the "Special" rating/evaluation as input from the gaining organization. In addition, the supervisor will be responsible for the participant's time and attendance using input from the gaining organization. They are also required to participate in the follow-up survey which is conducted six months after completion of the assignment.

d. Regional Director. The Regional Director will provide guidance to participants of their respective region regarding RDAP application information. The Regional Director will review application packages for eligibility and assist in identifying developmental assignments and recommending slating of RDAP participants into assignments that fit the RDAP participant's developmental needs. They will review and concur in RDAP participant's IDP. They will also be the direct communication link to the participant and the gaining organization's supervisor.

e. RDAP Participants. Upon selection to the program and being placed in a developmental assignment, RDAP participants are expected to perform at the highest level possible. Prior to being placed in the developmental position, RDAP participants will develop an IDP that reflects the experience and training required to support the specific developmental assignment and future goals and objectives. They are expected to execute the experience and training outlined in their IDP. Participants are responsible for coordinating with the parent and gaining supervisors, as required and when appropriate, regarding administrative matters and career development issues. They are also required to participate in the mid-point, exit review, and follow-up surveys.

7. RESOURCES. The participant's salary will be covered by either the gaining or parent organization as designated in the specific regional announcement. The gaining organization will be responsible for all travel expenses. The gaining organization will also be responsible for all training expenses, excluding centrally funded training, i.e., DAU, Army Leadership courses, and acquisition-funded courses.

8. RDAP ASSIGNMENT PLACEMENT. Length of the developmental assignment will normally be one year from the date of placement; however, the length of assignment may vary from 6 months to 24 months based on organizational and RDAP participant's needs.

9. PROGRAM COMPLETION. Successful completion of the RDAP entails achievement of the goals identified in each participant's IDP over the developmental assignment period. Although participants will be officially detailed to the developmental assignment, they will remain on their official position of record during the developmental assignment. Continuous learning points will be awarded for participation in the RDAP in accordance with established DA policy.

10. EFFECTIVE DATE AND IMPLEMENTATION. This policy is effective immediately. The DDACM will issue procedures as necessary to issue this directive.

A handwritten signature in black ink, appearing to read 'Frank C. Davis', is positioned above the printed name.

FRANK C. DAVIS
Colonel, USA
Deputy Director
Acquisition Career Manager